



## A CASE STUDY

### Define and Find. Fast

#### Midwestern Medical Center Needs a Director of Facilities Management

##### The Need:

A Midwestern Medical Center suddenly found itself transitioning leadership due to the abrupt resignation of their Administrative Director of Facilities Management.

Acknowledging the long-standing tenure of the incumbent director, the institution engaged Gosselin Associates to assess the departmental organization, reporting structure and overall performance prior to beginning the search.

##### Our Solution:

After an in depth organizational assessment, involving interviews and analyzing benchmark data, Gosselin Associates developed a template for functional performance combined with a comprehensive position profile for the new leadership. These parameters included competencies, experience, skill sets and management style that the replacement director would need to be effective in the organization.

Additionally, our assessment revealed other important details and requirements such as that the organization had an under funded plant support. Therefore, during the development of the position profile, we determined that we would seek candidates with a strong competency in CMMS technology.

Throughout the recruitment term, we leveraged our network and produced qualified candidates that complied with these recommendations. Once the top candidate was chosen, we assisted in the negotiation and finalization of the new director's offer of employment.

##### The Result:

This institution now has the facilities management infrastructure and leadership that is much needed and far better suited to support the strategic initiatives of this medical center.

### CLIENT PROFILE

**Facility Type:** 287-bed regional referral center serving a population of 350,000.

**“Gosselin Associates provided us with an invaluable service by filling this critical position so quickly.”**

*--Midwestern Medical Center*

